

UNIVERSITY COLLEGE CORK

LGBT+ STAFF NETWORK

Minutes of 2022 Annual General Meeting

Date	8 th December 2022
Time	1.10 pm
Venue	Aine Hyland Room, G12, The Hub

Attendance: Julie Butters, Mary Byrne, Anne-Marie Curtin, Aman de Sondy, Hellebore Fass, Ciara Murphy, Barra O'Donnabhain, Fiachra Ó Súilleabháin, Mary O'Rourke, Diarmuid Scully

Apologies: Silvia Brandi

1. Minutes of 2021 AGM

The minutes of the 2021 AGM were approved.

2. Votes of Thanks and Congratulations

- 2.1 Votes of thanks were unanimously agreed to the Equality Committee and the Staff Sports & Social Club for funding; the EDI unit for ongoing support; Network members for paying their subscriptions; and all those both internal and external to the university who contributed to the success of the Lesbian Lives conference in March.
- 2.2 Fiachra Ó Súilleabháin and his husband Tadhg were congratulated on becoming a family of three.

3. Co-Chairs' Report

3.1 Purpose of this Report

This report has been prepared for the 2022 LGBT+ Staff Network AGM. It has been prepared by the Co-Chairs of the Staff Network – Dr Fiachra Ó Súilleabháin (School of Applied Social Studies) and Mary O'Rourke (Office of VPLT). This report outlines the Network's activities during the academic year 2021-2022.

3.2 Background of the Staff Network

UCC's LGBT+ Staff Network was set up by HR following expressions of interest by staff in 2007. The **aim** of the Network is to work in partnership with management and staff of University College Cork to create a safe, inclusive and diverse working environment that encourages a culture of respect and equality for everyone regardless of their sexual orientation, in order that every individual can reach their full potential without fear of discrimination. The Network's **objectives** are to:

- Act as a consultation forum on LGBT employment and welfare related issues for the Department of Human Resources, UCC;
- Provide a forum for networking, information sharing and peer support;
- Increase the visibility of the LGBT staff Network in UCC and engage in outreach activities and;
- Liaise with other groups, e.g., staff and student societies in other third level institutions in Ireland and abroad to share information and best practice.

The Staff Network organise and curate a diverse range of academic, educational, professional consultative, advocacy, support and cultural events across each year. These events are often held in conjunction with other units across campus. The Committee would like to express sincere gratitude for the support received from all units across campus and especially from President John O'Halloran, Deputy President Stephen Byrne, Professor Paul McSweeney, VPLT, Professors Nuala Finnegan and Ciara Heavin and the Equality Committee, Dr Avril Hutch, EDI Director and the EDI Unit, Prof. Máire Leane, School of Applied Social Studies, Prof. Louise Crowley, Bystander Intervention Team, the Staff Sports and Social Committee, Security, Buildings and Estates (including Room Bookings office) and the Visitors' Centre.

In this report, we have categorised the range of activities completed under subheadings below.

3.3 2022 Educational Activities organised

- April 2022:
 - hosted an online webinar to mark International Day of Transgender Visibility with TENI - about experiences of transgender people in and fleeing from Ukraine. Guest speaker was Chair of TENI.
- May 2022:
 - Promoted heavily within UCC the city-wide events for Cork LGBT+ Awareness Week including a drive on UCC Proud Ally merchandise promotion.
- September 2022:
 - One of the Co-chairs was invited to present in inclusive practices in healthcare settings to the Radiology team in Bon Secours Hospital Cork (30+ attendees).
 - Hosted a Culture Night oral history event about LGBT+ lives in the 1980s in association with Oral Egan, Cork's LGBT Archive (23 September 2022).
 - Held/organised a public talk commemorating the 40th anniversary of Declan Flynn.
 - Participated in/led panel talks and workshops at UCC's Admissions Office's 'Fáilte Fest' for 1st Year students and 2nd Years' Orientation Days:
 - "Coming Out At College"
 - "Identifying as Trans"
- November 2022:
 - 'Connect with UCC LGBT+ Staff Network' online meeting – how staff can help LGBT+ students (30+ attendees).
- December 2022:
 - World Aids Day talk – in partnership with Work With Pride network (focus on women and HIV). Open to members of the public.
 - Organised reading by local LGBT+ activist Orla Egan from her new memoir.

3.4 2022 Work with other Universities' LGBT+ Staff Networks

- February 2022:
 - One of the Co-Chairs was invited to give a keynote presentation at the LGBT Staff Network AGM and Conference in NUIC/Galway University.
- May 2022:

- Co-Chairs were invited to present to Mary Immaculate College University of Limerick about the development and work of an LGBT+ Staff Network.

3.5 2022 Work with UCC Students

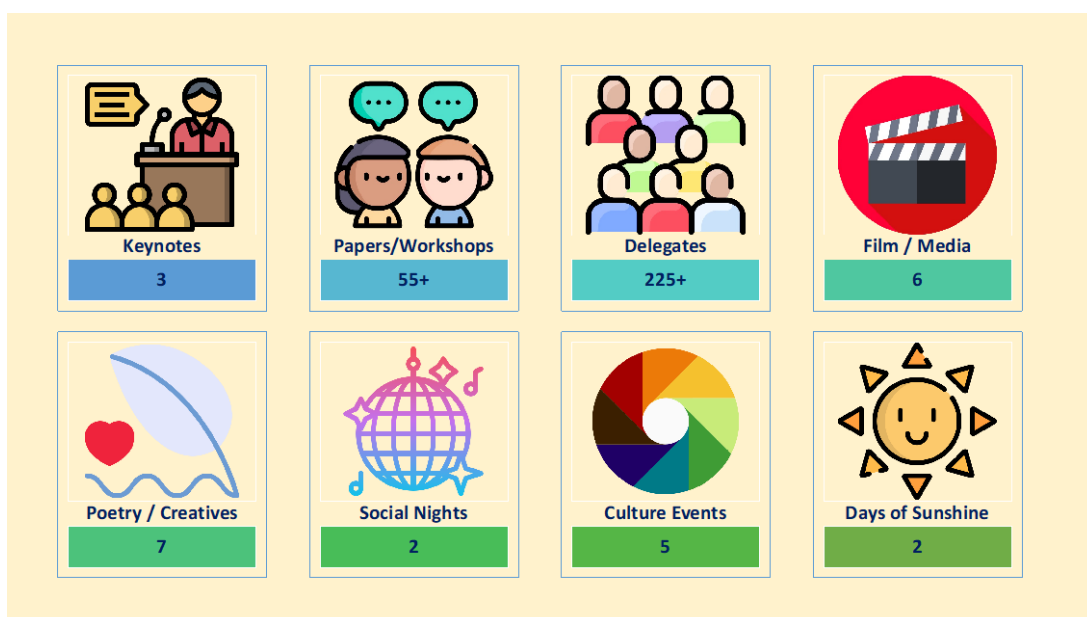
- April 2022:
 - Co-Chairs invited to speak at Students' Union organised vigil (Aidan Moffitt & Declan Snee).
 - Co-Chair participated in students' Queer Conference panel discussion on being LGBT+ in the Workplace.

3.6 2022 Major Academic Conference



The 25th Lesbian Lives Conference took place in University College Cork, Ireland from 4th-5th March 2022. The LGBT+ Staff Network of University College Cork, in conjunction with the community organisation LINC and scholars from University College Dublin, Cambridge University, and University of Brighton Centre for Transforming Sexuality and Gender Research, were delighted to host the conference. The conference theme was **Solidarity**. This highly successful conference was the first academic conference to take place on the university's campus since the pandemic:

<https://www.youtube.com/watch?v=CADgbaY9D-c>.



3.7 2022 Social & Cultural events

- April 2022:
 - Screened *Rebel Dykes* documentary on campus.
- Throughout the year:
 - Informal coffee mornings on-site
 - Evening social meetings (e.g. pizza night in Abbey Tavern in March 2022 and bowling night in September 2022) for Network members and members of the Rainbow Alliance.
 - Cinema tickets giveaways (competitions) for LGBT+ themed films at Cork IndieFest 2022.



Cork Pride 2022



UCC officially sponsored Cork Pride for the first time in 2022. As part of a wider schedule of *UCC Together With Pride* events, a Pride Afternoon Tea was hosted by the President for all staff and students in the President's Garden and Honan Plaza on the afternoon of the 26 July 2022.

UCC also participated in the *Work With Pride* conference in Cork City Hall on 28th July with both the UCC LGBT+ Staff Network and the EDI Unit invited to speak at the event.

The Progress Pride flag was flown over the quad for Cork Pride Week and the university was represented at the Pride March.

3.8 Advocacy Work

3.8.1 University committee work

Committee members sit on the following university-level committees:

- Equality Committee
- Athena Swan Steering Group
- Staff Sports and Social Club

3.8.2 Other internal advocacy

1. Co-Chairs participated in Values & Culture/EDI Staff Focus Groups (April 2022).

2. Co-Chair and other committee members met with IT Inclusivity Team (September 2022) to raise awareness around LGBT and IT inclusion.
3. Co-Chairs invited to present at EDI organised event Equality Week (October 2022).
4. Co-Chair and other committee members met with GAP team to discuss possible collaboration around a careers fair event for students, promoting local employers who have LGBT+ Staff Networks.
5. Committee members also regularly contribute to consultations from HR/EDI unit etc on policy development e.g. positive inputs to draft Domestic Violence Policy; SPEAK OUT tool; National Access Plan 2023-28.
6. Promotion/awareness raising such as organising flag-raising/lights displays/information emails on International Day Against Homophobia, Biphobia & Transphobia (May 22) and for Open Days.

3.8.3 External advocacy

- Co-Chairs hosted a visiting delegation of c.15 people from Cork City Council's Social Inclusion unit who wanted to see/hear of LGBT+ themed developments at UCC including the installation of the Rainbow Walkway – this subsequently resulted in the installation of rainbow walkways on Cork's Patrick Street and a Rainbow Balustrade at Cork's City Hall (May 2022).

3.9 Approval and additional activities

- The Co-Chairs' report was approved and the Co-Chairs were congratulated on a very full year of activities.
- University management and EDI Unit were recently very supportive in cancelling a room booking for an external event by a trans-exclusionary speaker.
- The Proud Ally scheme was mentioned at Governing Body recently and has led to an increased demand for our merchandise. Stocks are running low – it was suggested that HR could be asked to finance new lanyards.
- In June 2022 the Network entered a relay team in the Cork City Marathon, and ran (and trained) with the Sanctuary Runners.
- As part of UCC Equality Week in November 2022, the Network co-organised a talk on human trafficking (including of LGBT+ victims) with an external speaker from MECPATHS.

4. Treasurer's Report

4.1 Report Notes

This report provides oversight of the financial transactions for the university's financial year (1 October 2021 – 30 September 2022).

4.2 Income Sources

The LGBT+ Network is generally funded via three ways:

- 4.2.1 In recent years, the Network benefitted from an annual bursary from the Equality Committee. In 2021-2022, the organisation of our financial support from Central Administration became part of a wider review of the administration of EDI and related funding. As a result a fixed budget line for a bursary was not allocated to the Network. Instead, individual event costs were covered via the EDI Unit/Registrar's office, e.g. refreshments for Culture Night, Together with Pride merchandise, the Presidents' Afternoon tea. On behalf of the Network Committee, I wish to acknowledge this support. The bursary support will be reviewed again for 2022-23.

- 4.2.2 The Network also benefitted from a €1200 grant from UCC's Staff Sports and Social Club during the academic/financial year 2021-2022. On behalf of the Network Committee, I wish to gratefully acknowledge this support and to acknowledge the voluntary work that Mary O'Rourke, Co-chair, undertakes with SSSC.
- 4.2.3 The final source of financial support comes from voluntary membership fees where staff members agree to contribute to the Network's Bank of Ireland Current account via €2.50 per month salary deductions. On behalf of the Network Committee, I wish to express gratitude to members for same.

4.3 Expenditure Notes

4.3.1 As discussed at the last AGM, The Network Committee does not have an ATM card for the Bank of Ireland Account. A motion was passed at the last AGM (2021) to access changes in our Bank of Ireland account to allow for an ATM card. While the Co-Chairs and I (Treasurer) initiated those changes, the Bank were still looking for an email from a previous Treasurer to before these changes could be made. Some expenses still required a debit card for purchasing in 2021-2022. The accounts below include multiple notes when of the Network Committee used their personal debit/credit cards to pay for Network-related expenses and were reimbursed. In all cases, receipts have been retained and these transactions have been discussed in advance with at least one other Committee member (Co-chair(s) or Hon. Secretary, Hon. Treasurer etc).

4.3.2 The UCC LGBT+ Staff Network co-hosted the first academic conference since COVID on UCC's campus in March 2022. Lesbian Lives availed of the BOI account for transactions. The remaining balance from the Lesbian Lives funds as of 30 September 2022 was €5,576,21. Separate accounts have been maintained by Fiachra Ó Súilleabháin, Co-Chair, for Lesbian Lives 2022.

4.4.1 Accounts

4.4.1 Bank of Ireland Account

LGBT Network Current Account (Subscription and Sports Committee Bursary)					
Date	Details	Debit	Credit	Balance	Notes
01/10/2021	Balance B/f (reconciled with 2021 a/cs and Bank of Ireland Statements)			€3,220.46	
18/10/2021	UCC0014 CTO		€37.50	€3,257.96	Membership contribution
28/10/2021	365 Online Cork Gay Project (Theatre tickets x 6)	€90.00		€3,167.96	Competition
12/11/2021	UCC00130 CTO		€40.00	€3,207.96	Membership contribution
15/11/2021	UCC0186 CTO		€1,200.00	€4,407.96	Staff Sports and Social Club Bursary 2020-21
14/12/2021	SCA DELAY REFUND		€0.03	€4,407.99	Bank A'c related
20/12/2021	UCC0003 CTO		€40.00	€4,447.99	Membership contribution
31/12/2021	NOTIFIED FEES	€15.70		€4,432.29	Bank A'c related
10/01/2022	UCC0011 CTO		€42.50	€4,474.79	Membership contribution
22/02/2022	UCC0028 CTO		€45.00	€4,519.79	Membership contribution
01/03/2022	365 Online Coolgrey	€231.24		€4,288.55	Lesbian Lives 2022
01/03/2022	365 Online 10 SUILLE	€26.20		€4,262.35	Lesbian Lives Volunteers Gratuities
07/03/2022	365 Online 10 SUILLE	€1,041.75		€3,220.60	Lesbian Lives 2022 Speaker Dinners 3/3/2022 (River Lee) and 4/3/22 (Son Flour) and Volunteer Gratuity

Date	Details	Debit	Credit	Balance	Notes
09/03/2022	365 Online Doyle Ho	€2,660.00		€560.60	Lesbian Lives 2022
10/03/2022	365 Online Sean McL	€200.00		€360.60	Lesbian Lives 2022 Taxi from Shannon Airport
21/03/2022	UCC0026 CTO		€45.00	€405.60	Membership contribution
25/03/2022	NOTIFIED FEES	€15.20		€390.40	Bank A'c related
25/04/2022	UCC0030 CTO		€45.00	€435.40	Membership contribution
16/05/2022	LESBIAN LIVES CONFER		€14,817.15	€15,252.55	UCC Conferencing
20/05/2022	365IntPayB05111344	€157.23		€15,095.32	Lesbian Lives 2022 BFI
20/05/2022	365 Online KSG	€7,485.24		€7,610.08	Lesbian Lives 2022 Kylemore Catering Costs
20/05/2022	365 Online ABC Taxi	€23.00		€7,587.08	Lesbian Lives 2022 Taxi to Cork Airport
20/05/2022	365 Online 5UCC DIRE	€70.00		€7,517.08	Lesbian Lives 2022 Security Costs - Room Bookings
20/05/2022	365 Online BOLADALE	€65.77		€7,451.31	Lesbian Lives 2022 Travel Expenses for Keynote
23/05/2022	UCC0013 CTO		€45.00	€7,496.31	Bank A'c related
24/05/2022	365 Online ANGELIKI	€629.57		€6,866.74	Lesbian Lives 2022 Travel Expenses for Keynote
24/05/2022	365 Online Mary O'R	€124.00		€6,742.74	Oak Fire Pizza
24/05/2022	365 Online Mary O'R	€107.00		€6,635.74	City Marathon
24/05/2022	365 Online 1O SUILLE	€72.00		€6,563.74	Abbey Tavern
24/05/2022	365 Online 1O SUILLE	€21.70		€6,542.04	Roots Coffee Morning
24/05/2022	365 Online 1O SUILLE	€45.22		€6,496.82	Lesbian Lives Cultural Event Gratuity
27/05/2022	365IntPayB05119539 + €5.00 for international currency transfer	€1,196.67		€5,300.15	Lesbian Lives 2022 Travel Expenses for Keynote
27/05/2022	365IntPayB05119552 + €5.00 for international currency transfer	€94.05		€5,206.10	Lesbian Lives 2022 Travel Expenses for Keynote
27/05/2022	365 Online 5UCC DIRE	€90.00		€5,116.10	Lesbian Lives 2022 Official Photography
02/06/2022	365 Online 5UCC DIRE	€225.00		€ 4,891.10	Lesbian Lives T-Shirts for Volunteers
15/06/2022	365 Online 1O SUILLE	€40.00		€ 4,851.10	An Post Brod Stamps
15/06/2022	365 Online 1O SUILLE	€80.00		€ 4,771.10	An Post Brod Stamps
17/06/2022	LESBIAN LIVES CONFER		€3,000.00	€7,771.10	Lesbian Lives 2022 Failte Ireland Grant
20/06/2022	UCC0009 CTO		€ 45.00	€7,816.10	Membership contribution
21/06/2022	UCC0141 CTO		€1,200.00	€9,016.10	Staff Sports and Social Club Bursary 2021-22
24/06/2022	NOTIFIED FEES	€ 16.40		€8,999.70	Bank A'c related
05/07/2022	UCC0015 CTO		€ 45.00	€9,044.70	Membership contribution
15/08/2022	UCC0023 CTO		€45.00	€9,089.70	Membership contribution
23/09/2022	NOTIFIED FEES	€ 16.80		€9,072.90	Bank A'c related
27/09/2022	UCC0018 CTO		€ 45.00	€9,117.90	Membership contribution
28/09/2022	365 Online O Egan	€ 75.00		€9,042.90	Culture Night Event Speaker Fee
30/09/2022	Remittance to Lesbian Lives	€5,576.21		€3,466.69	
Closing Balance on 30/09/2022				€ 3,466.69	

4.4.2 Equality Committee Bursary

LGBT Staff Network Equality Committee Bursary Accounts 2021-2022

No accounts retained given that any pre-approved expenditure was processed and managed by the EDI Unit – with thanks to relevant staff (Dr. Avril Hutch, Anne-Marie Curtin and Siobhan O'Brien).

4.4 Approval and comments

The Treasurer's report was approved.

5. 2023 Committee Members Election

Role	Outgoing	Nominee Name(s)	Proposed	Seconded	Election Outcome
Co-Chairs	Mary O'Rourke Fiachra Ó Súilleabháin	Mary O'Rourke Diarmuid Scully	MB FOS	ADS BOD	Elected Elected
Secretary	Mary Byrne	Mary Byrne	BOD	FOS	Elected
Treasurer	Barra O'Donnabháin	Fiachra Ó Súilleabháin	BOD	MB	Elected
Events Officer	Diarmuid Scully	Barra O'Donnabháin	FOS	MB	Elected
Tyndall Representative	Hellebore Fass	Hellebore Fass	MB	BOD	Elected
PRO	Julie Butters	Julie Butters	MB	BOD	Elected
'Ordinary' (no role) members	Silvia Brandi Deborah Kerrisk Ciara Murphy Kasia Pyrz	Silvia Brandi Anne-Marie Curtin* Aman de Sondy Deborah Kerrisk Ciara Murphy	FOS MOR FOS FOS BOD	MOR MB MOR MOR FOS	Elected Elected Elected Elected Elected

* Anne-Marie Curtin's nomination was received and seconded shortly after the AGM meeting

- 5.1 The position of LGBT+ Staff Liaison Officer was filled by Laurence Davis at the AGM 2020 for a period of 3 years, and so was not scheduled for election in 2022.
- 5.2 Aman de Sondy was thanked for managing the Network's Twitter account in recent years. It was agreed that this activity will be shared with the Network PRO going forward.
- 5.3 Fiachra Ó Súilleabháin was thanked for his service as Co-Chair over the past year.
- 5.4 Bernadette Guiney from the Tyndall Institute was thanked for her support of the Network.
- 5.5 It was agreed that any newly elected committee nominated in their absence may withdraw by contacting the Co-Chairs. If a vacant role then exists, a new election will take place.

6. AOB

- 6.1 It was suggested that a "network for networks" event on intersectionality take place in UCC. The Equality Committee could be approached to host or organise the event.

- 6.2 The Department of Justice has issued a Public Consultation on key issues related to the Disregard of Convictions for Consensual Sexual Activity between Men. It was agreed that the Network will make a submission.
- 6.3 The Network has agreed to collaborate with the Cork Gay project in organizing an event to mark their 30th anniversary.
- 6.4 The next AGM will be held on 14th December 2023.